

<b>Notice of Allowability</b>	<b>Application No.</b>	<b>Applicant(s)</b>	
	09/784,432	SLAIKEU, KARL A.	
	<b>Examiner</b>	<b>Art Unit</b>	
	Michael B. Holmes	2121	

-- **The MAILING DATE of this communication appears on the cover sheet with the correspondence address--**

All claims being allowable, PROSECUTION ON THE MERITS IS (OR REMAINS) CLOSED in this application. If not included herewith (or previously mailed), a Notice of Allowance (PTO-85) or other appropriate communication will be mailed in due course. **THIS NOTICE OF ALLOWABILITY IS NOT A GRANT OF PATENT RIGHTS.** This application is subject to withdrawal from issue at the initiative of the Office or upon petition by the applicant. See 37 CFR 1.313 and MPEP 1308.

1.  This communication is responsive to July 13, 2004.
2.  The allowed claim(s) is/are 1-19.
3.  The drawings filed on 13 July 2004 are accepted by the Examiner.
4.  Acknowledgment is made of a claim for foreign priority under 35 U.S.C. § 119(a)-(d) or (f).
  - a)  All    b)  Some\*    c)  None    of the:
    1.  Certified copies of the priority documents have been received.
    2.  Certified copies of the priority documents have been received in Application No. \_\_\_\_\_.
    3.  Copies of the certified copies of the priority documents have been received in this national stage application from the International Bureau (PCT Rule 17.2(a)).

\* Certified copies not received: \_\_\_\_\_.

Applicant has THREE MONTHS FROM THE "MAILING DATE" of this communication to file a reply complying with the requirements noted below. Failure to timely comply will result in ABANDONMENT of this application.  
**THIS THREE-MONTH PERIOD IS NOT EXTENDABLE.**

5.  A SUBSTITUTE OATH OR DECLARATION must be submitted. Note the attached EXAMINER'S AMENDMENT or NOTICE OF INFORMAL PATENT APPLICATION (PTO-152) which gives reason(s) why the oath or declaration is deficient.
6.  CORRECTED DRAWINGS ( as "replacement sheets") must be submitted.
  - (a)  including changes required by the Notice of Draftsperson's Patent Drawing Review ( PTO-948) attached
    - 1)  hereto or 2)  to Paper No./Mail Date \_\_\_\_\_.
  - (b)  including changes required by the attached Examiner's Amendment / Comment or in the Office action of Paper No./Mail Date \_\_\_\_\_.

Identifying indicia such as the application number (see 37 CFR 1.84(c)) should be written on the drawings in the front (not the back) of each sheet. Replacement sheet(s) should be labeled as such in the header according to 37 CFR 1.121(d).
7.  DEPOSIT OF and/or INFORMATION about the deposit of BIOLOGICAL MATERIAL must be submitted. Note the attached Examiner's comment regarding REQUIREMENT FOR THE DEPOSIT OF BIOLOGICAL MATERIAL.

**Attachment(s)**

1.  Notice of References Cited (PTO-892)
2.  Notice of Draftperson's Patent Drawing Review (PTO-948)
3.  Information Disclosure Statements (PTO-1449 or PTO/SB/08),  
Paper No./Mail Date \_\_\_\_\_
4.  Examiner's Comment Regarding Requirement for Deposit  
of Biological Material
5.  Notice of Informal Patent Application (PTO-152)
6.  Interview Summary (PTO-413),  
Paper No./Mail Date \_\_\_\_\_
7.  Examiner's Amendment/Comment
8.  Examiner's Statement of Reasons for Allowance
9.  Other \_\_\_\_\_.



---

**UNITED STATES PATENT AND TRADEMARK OFFICE**

---

P.O. Box 1450, Alexandria, Virginia 22313-1450 - [www.uspto.gov](http://www.uspto.gov)

**Examiner's Detailed Office Action**

1. Claims 1-19 are allowed.

**REASONS FOR ALLOWANCE**

2. The following is an Examiner's statement for reasons for allowance:

The closest prior art *A.R. Elangovan*, "Managerial Third-Party Dispute Intervention: A Prescriptive Model of Strategy Selection," *Academy of Managerial Review*, vol. 20, No. 4, 2000, *Karl A. Staiken*, *When Push Comes to Shove*, (1996), & *Karl A. Staiken and Ralph H. Hasson*, *Controlling the Costs of Conflict* (1998) does not teach or render obvious applicant's claimed invention.

Specifically, the novel feature of applicant's invention relates to an expert system for the analysis of existing organizational conflict handling procedures to determine the absence or presence of adherence or lack thereof to predetermined rules and a preferred path for dispute resolution and for recommending new organizational conflict handling procedures.

With regards to claim 1, *A.R. Elangovan, Karl A. Staiken and Ralph H. Hasson* does not disclose “*... applying a predetermined conflict resolution analysis template defining a preferred path for resolution of conflicts, for identifying indicators of weakness in conflict handling procedures, to said existing organizational conflict handling procedures.*”

With regards to claim 10, *A.R. Elangovan, Karl A. Staiken and Ralph H. Hasson* does not disclose “*... applying a predetermined conflict resolution template defining a preferred path for the resolution of conflicts, identifying indicators of weakness in conflict handling procedures, to existing organizational conflict handling procedures, the preferred path for conflict resolution includes four conflict resolution gates beginning with individual site based initiatives, followed by internally supported negotiations, followed by external mediation.*”

With regards to claim 11, *A.R. Elangovan, Karl A. Staiken and Ralph H. Hasson* does not disclose “*... instructions for a predetermined conflict resolution template defining a preferred path for resolution of conflicts, for identifying indicators of weakness in said existing organizational conflict handling procedures, instructions for examining and modifying indicators of weakness in existing organizational conflict handling procedures identified by the template, and creating new organizational conflict handling procedures that adhere to the preferred path.*”

## Correspondence Information

3. Any inquires concerning this communication or earlier communications from the examiner should be directed to **Michael B. Holmes** who may be reached via telephone at **(571) 272-3686**. The examiner can normally be reached Monday through Friday between

7:00 A.M. and 5:00 P.M. est.

If attempts to reach the examiner by telephone are unsuccessful, the **Examiner's Supervisor**, **Anthony Knight**, may be reached at (571) 272-3687.

***Michael B. Holmes***  
Patent Examiner  
Artificial Intelligence  
Art Unit 2121  
United States Department of Commerce  
Patent & Trademark Office



Anthony Knight  
Supervisory Patent Examiner  
Group 3600